FVE Activities on Diversity, Equity and Inclusiveness

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First step: MH & DEI Survey

**Goal:**
Identification, availability and impact of veterinary MH & DEI support programmes on a global scale

**Recruitment strategy:**
E-mail from FVE & WVA to the their members

**Material & Methods:**
Online English survey - 10 questions

Focus on availability and effects of MH & DEI support programmes globally available

**July 20^{th} – September 25^{th}**
Results Survey

- 146 responses of which 137 met the inclusion criteria
- Responses received from
  - Associations/companies
  - Practitioners/vet clinics
- No results from the Middle-East

[Graph showing response rates by region with bars for veterinary organisations and practitioners.

Veterinarians know, care and contribute]
Is diversity, equity and inclusiveness explicitly designated as a key priority area with a designated budget in your organisation/company?

Veterinary organisations: 58% yes/partially (n=45/78)
Practitioners: 33% yes/partially (n=19/57)
Results DEI
Veterinary organisations and practitioners

If you have projects or activities, what do you think was the impact of the activities taken by your organisation/company regarding diversity and inclusiveness?
Second step: Interviews

- 12 virtual interviews with representatives of veterinary associations/organisations on a global scale, between 1\textsuperscript{st} of October and 1\textsuperscript{st} of November 2021
- Questions: more specifically on the design of the MH & DEI support programmes and the effects and impact on MH and/or DEI on national level
- Preliminary results:
  - Main goal DEI support programmes: \textit{creating awareness & an inclusive climate}
  - DEI support programmes mostly effective in creating awareness & educate veterinarians/students
  - Rating of impact of DEI support programmes difficult: often no impact studies done and/or support programmes still in its infancy
Next steps

December

- Two webinars
- Finalise report with recommendations

2022

- Editing the final report in an attractive format
- Launch event in cooperation with Zoetis to present the results & report in Spring 2022
Thank you for your attention!

Questions?

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